

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF ADDENDUM AGREEMENT FOR BARGAINING UNIT 3**

**Exclusive Employee Representative  
Service Employees International Union (SEIU) Local 1000**

**March 2006**

**Number of Employees:** Affects approximately 350 of the unit's 1,962 full-time equivalents

**Summary**

This agreement is the result of a court order<sup>1</sup> in the lawsuit Farrell vs. Allen requiring the State to develop and implement detailed remedial plans to provide all wards in the California Youth Authority with adequate and effective care, treatment and rehabilitation services.

The court ordered the State to negotiate with the Exclusive Representative for CYA teachers on a compensation package that attracts and retains enough teachers to provide a quality education for the wards. The court's order included a requirement that in developing the package, the State use data from the County Offices of Education on compensation packages paid to teachers at the county court schools. The salary schedules the State negotiated vary by county, so that each youth authority facility offers a package that is competitive with local rates.

This agreement is an addendum to the expired 2002-03 MOU between the State of California and the Service Employees International Union (SEIU) Local 1000, Bargaining Unit 3. The addendum agreement provides the following for the California Department of Corrections and Rehabilitation, Division of Juvenile Justice (DJJ, previously California Youth Authority) / California Education Authority (CEA) Unit 3 employees:

**I. Academic Work Year (New Article<sup>2</sup> - Calendar)**

- Effective July 13, 2006, through August 6, 2006, full-time employees shall be permitted to work the 2005-2006 academic calendar schedule; or choose not to work the schedule and be absent on approved dock; or granted approval to use existing paid leave; or a combination of these options.
- Effective August 7, 2006, employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day summer semester and ten staff development days). In addition, the academic calendar includes one 22-day special summer semester.

**II. Educational Leave (Article 8.19.3: Educational Leave)**

- Effective August 1, 2006, full-time employees cease accruing Educational Leave.
- Effective July 13, 2006, full-time DJJ Academic Teachers or Vocational Instructors are permitted to use available approved Educational Leave credits to pay for education-related activities completed during the 30-day summer semester.

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<sup>1</sup> Alameda Superior Court, Case No. RG03079344

<sup>2</sup> Contract sections reference either the 2002-03 Bargaining Unit 3 MOU or sections which will be included in the new contract yet to be negotiated.

**III. *Holidays (Article 7: Holidays)***

- Effective April 1, 2006, full-time employees shall no longer be entitled to State holidays with pay. These days shall be treated as unassigned, non-work days.
- When a State observed holiday falls on an employee's unassigned, non-work day, and due to unusual circumstances the employee is required to work on that day, the employee shall receive eight hours of holiday credit and four hours of informal time off.

**IV. *Vacation (Article 8.1: Vacation Leave)***

- Effective August 1, 2006, full-time employees shall cease accruing Vacation Leave.
- Effective August 1, 2006, employees shall be precluded from using Vacation Leave credits, except pursuant to Article 8.16, Family Medical Leave Act (FMLA) provision, and exceptional situations not covered by Personal Necessity Leave, to be considered on a case-by-case basis and subject to supervisory approval.

**V. *Personal Necessity Leave (New Article)***

- New full-time employees (hired on or after April 1, 2006) shall be credited with three "personal necessity" days upon successful completion of their first 90-day semester.
- Current full-time employees shall be credited with three personal necessity days on the first work day of each academic calendar year, not to exceed a total balance of six personal necessity days.
- Upon termination from State employment, the employee shall be paid for all accrued personal necessity days.

**VI. *DJJ Academic Teacher/Vocational Instructor Salary Schedule (New Article)***

- Effective April 1, 2006, employees shall be compensated in accordance with the 2005-2006 Salary Schedules for their respective high school (See Chart A).
- The employee's daily rate shall be calculated as: Monthly salary rate on March 31, 2006, multiplied by 12 months equals annual salary rate divided by 220 work days, plus 5.4 percent.
- The salary schedule provides movement through length of services as well as educational advancement.

**VII. *Additional Instructional Assignments (New Article)***

- Effective August 1, 2006, full-time employees authorized or directed to provide additional instruction outside of the regular work schedule shall be compensated as follows<sup>3</sup>:
  - Additional instructional service shall be compensated in 15-minute increments.
  - For each hour of additional instruction service, the employee shall be compensated at one-eighth the daily rate of pay.
  - Additional instruction service shall be compensated on a cash basis.

**VIII. *Credits for Salary Advancement (within the Salary Schedule) (New Article)***

- This is a method by which teachers can advance through the ranges of the salary schedule based upon continuing education credits.

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<sup>3</sup> Payments made under this provision do not count towards retirement benefit calculations.

CHART A  
DJJ (CYA) High Schools by County

School Name	CYA Facility	County
M.C. Romero	El Paso De Robles School	San Luis Obispo
J. Weiden	Preston School of Industry	Amador
M. B. Perry	Ventura School for Girls	Ventura
Lyle Egan	Youth Training School	San Bernardino
J.B. Clarke	South Reception Center	Los Angeles
Johanna Boss	O.H. Close School	San Joaquin
Chaderjian	Chaderjian School	San Joaquin
DeWitt	DeWitt Nelson Training Ctr.	San Joaquin

California Education Authority  
Academic Calendar 2005-2006

2-90 Day Semesters, 1-30 Day Summer Semester and 1-22 Day Special Summer Semester

Implementation	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total I	Total G	Total A	Total W	Total S	Total H	Total U		
April	W	W				A		W	W		A				W	W				A	S	W	W		A				W	W			15	0	4	10	1	0	0	30
May				A		W	W		A				W	W				A		W	W		A	G	S	S	W	W	H	X	X	13	1	4	8	2	1	0	29	

Sum Sem 1

May	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	1st		2	0	0	0	0	0	0	2
June	A		W	W		A				W	W				A		W	W		A				W	W				A			17	0	5	8	0	0	0	30	
July	W	W	U	H		A		W	W			G	U	U	W	W	U	U	U	U	U	W	W	U	U	U	U	U	W	W	U	4	1	1	10	0	1	14	31	

Sum Sem 2

July	W	W	X	X	X	X	X	W	W	X	X	X	1st		W	W		A				W	W				A		W	W		11	0	2	6	0	0	0	19
August	A				W	W				A	G	W	W	X	X	X	X	W	W	X	X	X	X	X	X	W	W	X	X	X	X	6	1	2	8	0	0	0	17

Instruction

- Grading **G**
- Advising **A**
- Sub Total
- Staff Dev. **S**
- Sub Total
- Week End **W**
- Holidays **H**
- Unassigned **U**

Days counted in adjacent semester **X**

California Education Authority  
Academic Calendar 2006-2007

2-90 Day Semesters, 1-30 Day Summer Semester and 1-22 Day Special Summer Semester

1st Sem	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total I	Total G	Total A	Total W	Total S	Total H	Total U						
August	U	U	U	U	W	W	S	S	S	S	S	W	W	1st	A				W	W				A		W	W		A				11	0	3	8	5	0	4	31				
September		W	W	H			A		W	W		A				W	W			A		W	W		A				W			16	0	4	9	0	1	0	30					
October	W				A		W	W				A		W	W	H	A	G			W	W			A		W	W		A		15	1	5	9	0	1	0	31					
November				W	W			A		H	W	W		A				W	W		A		H	H	W	W				A		15	0	4	8	0	3	0	30					
December		W	W		A				W	W		A				W	W				A	G	W	W	H	U	U	U	U	W	W	12	1	3	10	0	1	4	31					
																															69	2	19	44	5	6	8							
2nd Sem																																												
January	H	1st		A		W	W		A				W	W	H			A		W	W		A				W	W				17	0	4	8	0	2	0	31					
February	A	S	W	W		A				W	W	H			A	S	W	W	H			A		W	W		A						11	0	5	8	2	2	0	28				
March			W	W		A				W	W		G		A		W	W	U	U	U	U	U	U	W	W		A			H	W	12	1	3	9	0	1	5	31				
April	W				A		W	W		A				W	W				A	S	W	W		A			W	W				16	0	4	9	1	0	0	30					
May			A		W	W		A				W	W				A		W	W		A	G	S	S	W	W	H	X	X	X	12	1	4	8	2	1	0	28					
																															68	2	20	42	5	6	5							
Sum Sem 1																																												
May	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	1st		A	2	0	1	0	0	0	0	3					
June		W	W		A				W	W				A		W	W		A				W	W				A		W		17	0	4	9	0	0	0	30					
July	W			H	A		W	W		G	U	U	U	W	W	U	U	U	U	U	U	U	U	U	U	U	W	W	U	U	4	1	1	9	0	1	15	31						
																															23	1	6	18	0	1	15							
Sum Sem 2																																												
July	W	X	X	X	X	X	W	W	X	X	1st			W	W		A				W	W				A		W	W		A	11	0	3	6	0	0	0	20					
August				W	W				A	G	W	W	X	X	X	X	X	X	W	W	X	X	X	X	X	W	W	X	X	X	X	6	1	1	8	0	0	0	16					
																															17	1	4	14	0	0	0							

Instruction		160 @	300 =	48000		17 @	300 =	5100	
Grading	<b>G</b>	5 @	240 =	1200		1 @	240 =	240	
Advising	<b>A</b>	45 @	220 =	9900		4 @	220 =	880	
Sub Total		210		59100		22		6220 =	65320
Staff Dev.	<b>S</b>	10							
Sub Total		220							
Week End	<b>W</b>	104							
Holidays	<b>H</b>	13							
Unassigned	<b>U</b>	28							
Total Year		365							

Days counted in adjacent semester **X**